

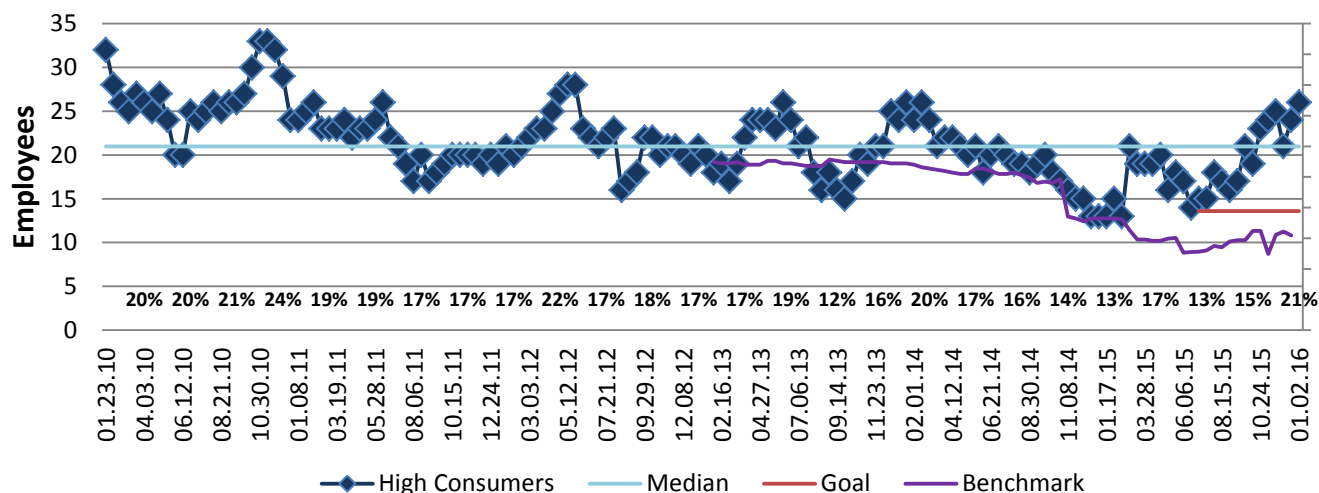
High Sick Leave Consumption Youth Detention Services

KPI Owner: Assistant Directors

Process: Time and Attendance

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: Average 19.75 employees in FY15 Goal: Reduce the number of employees w/ High Sick Leave Consumption by 20% of FY15 average by end of FY15 Benchmark: 8.72% LMG Top Quartile 12/19/15		Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions Measurement Method: # of employees who used 9 or more out of 12 sick ¹ days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Re-evaluate the incentive program and determine new deployment date		
How Are We Doing?					
01.04.15-01.02.16 12 Month Avg Goal	01.04.15-01.02.16 12 Month Avg		12.20.15-01.02.16 Goal	12.20.15-01.02.16 Actual	
14	19		14	26	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption



The seven basic quality tools, "5 Whys" technique, brainstorming and other methods will be applied to the measure graphed above. The purpose of using the tools/methods is to understand what makes performance less than desirable if performance is not best in class.